

# **Exhibit 60**



[REDACTED]

SEE IC  
CME Mgrs  
Spot bonus on strategy doc

[REDACTED]

Landings (P&G., Boeing)  
IoT ambiguity

[REDACTED]

Incubator - starter  
Communication skills need to work  
People mgmt - turnaaround  
SDWR - follow thru (he is pushing)  
Feedback on communication

Scott  
SEE IC  
CME Mgr (borderline NI)  
Eng Interns  
Pick path

Jonathan  
Needs more leadership

Paul  
Needs to drive to. Outcomes. - likes to pontificate  
Swarms that do the work behind him  
Narrative for Google Cloud  
Trust. Me

MY 18

#### **Things to change for next time**

- Discuss calibrating all L8s together - ask from Nic

#### **Als**

- ~~Will to talk to [REDACTED] about [REDACTED] ating and then change to CME~~
- Need to find a mentor for [REDACTED] for when she returns from leave
- Nic - maybe too many reports?
- [REDACTED] - people manager?
- ~~Will to update notes on [REDACTED] on leadership growth~~



- Will to update notes on [REDACTED] to substantiate Superb - more than just the last few weeks - impact to project is huge from the beginning

#### Promos next round

- [REDACTED]
- Jeff Kember
- [REDACTED]

#### Low CME's that should be watched

- [REDACTED] went from CME to Superb - exceptional circumstances
- [REDACTED] - doing bare minimum in OCTO - needs to go Marketing

#### Rating Changes

- [REDACTED] - EE to CME
- [REDACTED] - SEE to Superb

#### HRBP Only Notes

- [REDACTED] - CME
  - Disconnect - he thinks he is ready for promo next cycle
  - Not exhibiting the independence expected
- [REDACTED] - EE to CME
  - Doing a lot outside of team but not very active on internal events
  - Offsite is an example
- [REDACTED]
  - Stay EE
  - Needs to guide team versus be directive
  - Think more broadly - bias to execute vs be thoughtful
- [REDACTED]
  - SEE as PM L6
  - Get back to PM
- Jeff
  - SEE on 1:1 but needs more stateful relationship with Prod/Eng
- [REDACTED]
  - Superb - back up more than the last month in the notes
- [REDACTED]
  - Change to Superb
- [REDACTED]
  - Change notes to acknowledge progress on leadership work
- [REDACTED]
  - Dropped EE to CME this cycle
  - Talk to him about focus on fewer things and statefulness
- [REDACTED]
  - Doing the basics
  - Marketing is strength



- Nic
  - Everything is last minute - is he engaged?
  - Not predictable - don't know what you are going to get
  - Maybe too many reports?
- Ben
  - Prioritizes individual recognition?
- Paul
  - Engaged on 1:Many
  - Not so much on 1:1
  - Could bring Marketing and Eng closer together
  - He is the "fixer"
- Ulku
  - Needs to exhibit more technical thought leadership
  - Create her own demand - waiting to be asked